

C.B.C.

2009 - 2010

COLLECTIVE BARGAINING COMMITTEE



FLYER

~L.T.D. + 90 FACTOR ~
~ WORK RELATED EXPERIENCE ~
~EARLY LEARNING PROGRAM ~

FEBRUARY 8, 2010

#6

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FOR DISTRIBUTION THROUGH
"OECTA C.B.C. REPS." TO ALL TEACHERS

L.T.D. + 90 FACTOR



HALTON CATHOLIC DISTRICT SCHOOL BOARD

Information # 21

2008 / 2009 MEMORANDUM

TO	:	<i>All Staff eligible for Long Term Disability Benefit</i>
FROM	:	J. O'Hara, Executive Officer
DATE	:	<i>Monday, April 27, 2009</i>
RE	:	<i>90 Factor and your Long Term Disability Premiums</i>

This memo is being distributed as a reminder. This memo was originally issued November 3, 2006.

Employees who have attained their 90 factor or will be 65 years of age within the school year are eligible to cancel their long term disability benefit.

In order to cancel your Long Term Disability benefit you must meet one of the following criteria

1. Attained your 90 factor or will be attaining your 90 factor within the next fourteen months.
2. Attained the age of 65 or will be attaining age 65 within the next fourteen months

If you are approaching either of the above 2 criteria it is encouraged that you review your LTD benefit and if applicable provide the Board with the following information;

1. A letter requesting that your LTD be stopped
2. A print out from your pension plan indicating the date you have or will attain your 90 factor. This does not apply to individuals who are cancelling based solely on age.

Staff are reminded that they are only eligible for the Long Term Disability Benefit until they meet one of the following 3 criteria;

1. You attain your 90 Factor
2. You are age 65
3. You retire (regardless of age or retirement factor). If you retire without your 90 factor or without attaining age 65 your LTD benefits will be cancelled on your retirement date.

Should you request your LTD benefit be cancelled the maximum refund a person will be entitled to will be equivalent to the beginning of the current school year.

If you have any questions please contact Anna Sequeira, Claims Management Officer at 905-632-6300, extension 168.

WORK RELATED EXPERIENCE

ARTICLE IV: EXPERIENCE

4.04:

When a teacher is first employed by the Board, an incremental allowance for business or trade experience other than a university related co-operative program work experience may be considered by the Board at the rate of one (1) increment per one (1) years experience, where such experience is directly related to the subject(s) to be taught. A maximum of six (6) increments may be granted, (i.e. six years). This allowance shall not allow the teacher to pierce the maximum of the salary category. Any business or trade experience in excess of that required for the admission to a Faculty of Education shall be used in the calculation.

Individuals who have worked in the past at a Montessori school or have worked in a foreign country as a certified teacher, such as England, India, overseas, etc., or have worked in another province, may qualify for the clause above. If you are not sure, please contact Richard Brock at the Unit Office at (905) 335-6660.

E.L.P. (EARLY LEARNING PROGRAM)

PART-TIME TEACHERS WISHING TO GO FULL-TIME:

If you currently work as a part-time teacher (less than full-time contract) and you wish to apply in Round 1 for one of the vacant positions that are opening up in September 2010 at our 8 sites with the new E.L.P. (approximately 19 classrooms), you must receive prior approval from Human Resources prior to Round 1 opening up April 1st.

You would apply to Mr. Joe O'Hara, Executive Officer of Human Resources with a copy to Ms. Cynthia Tobin, Senior Administrator, Human Resources, requesting to have your contract increased to full-time so that you may qualify to apply in Round 1 for the newly posted E.L.P. classrooms.

Approval must be received, in writing, prior to you applying in the Rounds for full-time postings.